

From: [Naomi Greenfield](#)
To: [Erin Freeborn](#)
Cc: [Adam Chapdelaine](#); [Christine Bongiorno](#); [Julie Flaherty](#); [David Swanson](#)
Subject: (Archive Copy) AHRC Involvement in the Restorative Justice Process
Date: Wednesday, March 20, 2019 11:15:41 PM

Erin,

Thank you so much for engaging the AHRC in this process. After careful consideration and extensive debate this evening, the AHRC took the difficult step of voting on whether to participate in the Restorative Justice (RJ) process for this case, even at this late stage in the process. It is my duty to inform you that this evening, March 20th, the AHRC voted unanimously to withdraw our participation in the RJ circle. We will come tomorrow morning to deliver the community impact statement takeaway packet for Lt. Pedrini as well as a summary document with select statements from the community that may be read at the RJ circle. This, however, will be our only involvement in this process.

Sincerely,

The Arlington Human Rights Commission

From: [Erin Freeborn](#)
To: AChapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Automatic Reply: Re: Interesting development
Date: Thursday, March 21, 2019 5:06:53 AM

I am at a meeting, away from the office and email today (3/21)
If you need assistance call the C4RJ office at 978-318-3447.

Thank you

--

Erin V. Freeborn
Executive Director

Communities for Restorative Justice
219 Walden Street
P.O. Box 65
Concord MA 01742
www.c4rj.org

p. 978-318-3447
f. 978-318-3442

Follow us on Facebook
<[http://www.facebook.com/pages/Communities-for-Restorative-Justice-C4RJ/171318639593799](https://www.facebook.com/pages/Communities-for-Restorative-Justice-C4RJ/171318639593799)>
and
on Twitter @C4RJ_MA <https://twitter.com/C4RJ_MA>

From: [Erin Freeborn](#)
To: [Adam Chapdelaine](#); [Caryn Malloy](#); [Julie Flaherty](#)
Subject: (Archive Copy) Call tomorrow?
Date: Thursday, March 21, 2019 6:09:00 PM

Hi,

I'm wondering if the 4 of us could have a short call tomorrow, 30 mins or less, to check in on a few brief items.

I can do 8:30 then am free between 10:15-11:45. Maybe a slot in the afternoon if the morning isn't possible for you 3. Please let me know if.

Thank you,
Erin

--

Erin V. Freeborn
Executive Director

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www.c4rj.org

p. 978-318-3447
f. 978-318-3442

Follow us on [Facebook](#) and on Twitter [@C4RJ_MA](#)



From: [Caryn Malloy](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Communication
Date: Friday, March 29, 2019 12:07:27 PM

The Restorative Justice process used by the Town of Arlington to address the matter regarding Lieutenant Rick Pedrini has now come to a conclusion. This process provided the best opportunity for our community to heal from the divisive, irresponsible, and unacceptable comments that he published in a law enforcement journal last year.

The Town chose to engage Lt. Pedrini in a process known as Restorative Justice, which focuses on the rehabilitation of responsible parties through deep engagement and reconciliation with victims and members of the community. The process was conducted by the Town in partnership with the non-profit Communities for Restorative Justice.

As part of the process, Officer Pedrini participated in a series of meetings over many hours with representatives of the immigrant community, Mystic Valley NAACP, religious community and law enforcement community, as well as municipal officials and Town Meeting Members. In all, he heard comments from more than 100 members of the community in person and in writing.

Lt. Pedrini, who was placed on administrative leave following the publication of his offending comments, will be allowed to return to work having met the expectations of the Restorative Justice process, including demonstrating remorse. As part of his restorative agreement he will be required to undertake a number of additional restorative steps, including a written public apology, and be subjected to certain punitive actions (which cannot be disclosed publicly for legally mandated reasons of employee privacy). He will return to work under the supervision of Acting Police Chief Juliann Flaherty, who will be responsible for enforcing the terms of Lt. Pedrini's return.

Lt. Pedrini was offered the Restorative Justice process because he expressed remorse for, and acknowledged the harm created by, his comments, and because those comments did not reflect his record and performance as a police officer. It is important to note that the traditional labor arbitration and litigation process is inherently uncertain and presents little opportunity for community healing.

Through the Restorative Justice process the Town was able to guide an outcome and promote a therapeutic dialogue.

The Town of Arlington has no tolerance for the type of employee behavior exhibited by Lt. Pedrini, which is at odds with the progressive programs and policies championed by the Town and Police Department. We believe that this innovative approach to addressing the matter is just, expressive of our abhorrence of such behavior, and useful in advancing the goals of respectfulness and inclusion in our civic life. We are grateful for the support and guidance provided during the process by Communities for Restorative Justice as well as the dedicated community members who brought tremendous perspective and wisdom to the process.

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax

www.arlingtonma.gov

From: [Adam Chapdelaine](#)
To: [Erin Freeborn](#)
Cc: [Nicholas J. Dominello](#)
Subject: (Archive Copy) Draft Statement
Date: Thursday, March 28, 2019 1:52:27 PM
Attachments: [Draft Pedrini resolutioncommunication 3_27_19.docx](#)

Hi Erin,

Hope you're doing well. I've attached a draft public statement regarding the Pedrini matter. Could you please review it when you have a moment and let me know your thoughts.

Best,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [Adam Chapdelaine](#)
To: [Joan Roman](#)
Subject: (Archive Copy) Draft Statement
Date: Thursday, March 28, 2019 3:36:32 PM
Attachments: [Draft Pedrini resolutioncommunication 3_27_19.docx](#)

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [Adam Chapdelaine](#)
To: [Julie Flaherty](#)
Subject: (Archive Copy) Draft Statement
Date: Thursday, March 28, 2019 4:50:07 PM
Attachments: [Draft Pedrini resolutioncommunication 3_27_19.docx](#)

Thoughts on this?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [Adam Chapdelaine](#)
To: [Caryn Malloy](#); [Jim Feeney](#); [Sandy Pooler](#)
Subject: (Archive Copy) Draft Statement
Date: Thursday, March 28, 2019 11:19:23 AM
Attachments: [Draft Pedrini resolutioncommunication 3_27_19.docx](#)

What are we missing here? Should we be saying more/less?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [REDACTED]
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Fw: Arlington Human Rights Commission, C4RJ and "Restorative Justice" for Members of the Criminal Justice System
Date: Friday, March 22, 2019 5:56:35 AM

"Oh, what a tangled web we weave..." "Something is rotten in Denmark."
Susan Mortimer

From: Susan M [REDACTED]
Sent: Thursday, March 21, 2019 7:59 PM
To: Arlington Human Rights Commission; achapdelaine@town.arlington.ma
Subject: Arlington Human Rights Commission and 'Restorative Justice' for Members of the Criminal Justice System

Dear Members of the Human Rights Commission,
During last evening's meeting Commissioner Greenfield claimed that C4RJ was not a public relations project by police. She was informed that indeed it is and that there's a website. Her response was that our assertion was only an opinion, not fact. Please find the website here. Scroll down to see former Chief Ryan extolling the virtues of phony, co-opted [cop-opted] 'restorative justice'. **REAL WEBSITE, FAKE RESTORATIVE JUSTICE.** Thank you.

<https://jgpr.net/2018/09/19/communities-for-restorative-justice-executive-director-sworn-in-as-member-of-state-panel/>

Communities For Restorative
Justice Executive Director Sworn
in as Member of State Panel -
John Guilfoil Public Relations -
jgpr.net

Arlington Police Chief Frederick Ryan, State Senator Jamie Eldridge, Communities For Restorative Justice Executive Director Erin Freeborn and Communities for Restorative Justice Chair Margot R. Fleischman.

jgpr.net

Sent: Thursday, March 21, 2019 7:16 PM
To: Susan M
Subject: 2/26/19 FB post re Arlington Human Rights Commission and f Restorative Justice.

TOWN OF ARLINGTON: 'Human Rights Commission' & Town Manager Adam Chapdelaine pledges its allegiance to Power; co-opts Restorative Justice to protect white privilege -- offers the process to cop who publicly advocates violence against Blacks, 'immigrants', brown people, the homeless and drug users.

The Arlington Human Rights Commission (along with the Town, our legislators, liberals and the fauxgressive church in the Center of Town) patently continues to make the false claim that restorative justice is a part of the criminal 'justice' system. It is NOT. It was never intended to be used in such a manner. Please consider that participating in an illegitimate process, which the Human Rights Commission's co-opted use of restorative justice is, legitimates the misuse of this concept.

Exploitation of restorative justice by a municipality, for a racist town employee who advocates extrajudicial violence, is despicable. Much as I try, I cannot understand why the 'good' people of Arlington go along with the Human Rights Commission. They are not on the side of justice-- they're protectors of our special Northern-style racism/privilege.

Push the Town, don't allow it to dictate the process by which you 'may' oppose them. Don't go along to get along.

If we are sincere about our responsibility to dismantle white supremacy we must stand up & shout to demand justice, not sit in a circle constructed by willfully ignorant middle class folks. Condemn the perversion of 'reforms' to the criminal injustice system!

Sitting in a circle, holding hands and singing Kumbaya will only protect the cynical use of Arlington's carefully crafted non-response to violence. TICKED OFF YET? Let them know!
ahrc@town.arlington.ma.us [town manager Adam Chapdelaine]
achapdelaine@town.arlington.ma.us



From: [REDACTED]
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: [Envision] Pedrini Debacle : Arlington (Emb)RACISM and the Protectors of Privilege" Dog Whistle
Date: Sunday, March 31, 2019 8:22:59 PM

Hi Adam.

This came in to the Envision Arlington email this weekend. I think it's reasonable for me to forward it to HRC and the Diversity Task Group so we can continue to develop community conversations to address the pain people are still feeling, but I wanted to start with you in case you had other ideas. I don't know the writer, but she seems deeply distrustful of C4RJ specifically. Let me know if you want me to do anything.

Juli

----- Forwarded message -----

From: **Susan M** [REDACTED]
Date: Sat, Mar 30, 2019 at 8:58 AM
Subject: [Envision] Pedrini Debacle : Arlington (Emb)RACISM and the Protectors of Privilege' Dog Whistle
To: Juli Brazile [REDACTED]

The Town's coddling of racist policing and its suppression of dissenting voices is despicable. I will never again view the Town Manager as anything but an autocratic racist. The philosophy behind Restorative Justice is one of communities holding each other to account OUTSIDE of the criminal justice system and its actors. This is a venerable old practice used by oppressed and marginalized groups. They are the very peoples who understandably do not trust police and who are the recipients of endemic police brutality. - including one death every 18 hours at the hands of U.S. police, and monstrous dis-proportionality in our prisons. The history of U.S. policing is one of slave catchers. That is how it evolved. Fact, not my opinion. With the assistance of white 'reformists' the very meaning Restorative Justice has been perverted by the massive criminal justice system, and misused to protect police and state violence. In addition it is now commonly employed by police as a 'bargaining chip', much as pre-trial detention and plea bargaining is. In other words, cops may 'offer' 'restorative justice' to someone who should not be charged at all. If the person offered 'R.J' declines, there will be consequences. In this manner, like most other 'reforms', restorative justice is "weaponized" as another tool in law enforcement's huge arsenal. And as we've witnessed now in this monstrous injustice that coddled a cop's public calls for violence against the very people for whom true restorative justice was intended, corrupted restorative justice is serving to protect law enforcement. I have been doing this work for 25 years; the depth of denial vis a vis the Town's racism is remarkable. We don't/won't see it because it's the 'air' we 'breathe'. I encourage folks to look at the C4RJ website. It is shameless white liberal co-optation.

The Town has signaled that it is a refuge for a kinder, gentler racism- which supports gentrification. It holds no ethical or moral authority.

Susan Mortimer

Ignoring the issue of power, liberalism dissolves entire areas of sociological conflict into interpersonal problems which can be resolved through the learning of good communication skills.

Kitzinger

From: [Julie Flaherty](#)
To: AChapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Fwd: Can I make an appointment to speak with you?
Date: Tuesday, March 12, 2019 1:35:06 PM

Hi Adam,
Do you have any objection to me meeting with Ms Popkin?
Thank you.

Begin forwarded message:

From: Louise B Popkin [REDACTED]
Date: March 12, 2019 at 12:53:51 PM EDT
To: jflaherty@town.arlington.ma.us
Subject: Can I make an appointment to speak with you?

Hello, Julie, and I hope this finds you well.

I was at last night's Diversity Task Group meeting, where there was discussion of the discomfort many of us feel, and are hearing about in conversations with others, about the Town's response to Lt. Pedrini's published comments. Brooks Harrelson and I also discussed this on the way to and from the meeting (we're neighbors, and he often gives me a ride); and because of some issues I mentioned and personal reactions I shared, he suggested that I speak with you directly. Based on our limited but cordial contact, I would feel comfortable doing that if you are. So I'm wondering if I could make an appointment to drop by your office sometime soon. I'm free most Mondays through Thursdays from 11 on and most Fridays after 2.

Assuming that this is an option, might you suggest a couple of time slots that could work for you and I'll do my best to confirm one? Or if you have someone who handles your appointment calendar, just tell me how to contact that person and I will.

With best regards,
Louise

From: [Adam Chapdelaine](#)
To: [Clarissa Rowe](#); [Dan Dunn](#); [Diane Mahon](#); [Joe Curro](#); [John Hurd](#); [Marie Krepelka](#)
Subject: (Archive Copy) Fwd: Communication
Date: Friday, March 29, 2019 12:18:34 PM

Members of the Board,

Please see the statement below which we will be issuing later today.

If you have any questions, please let me know.

Best,
Adam

Sent from my iPhone

Begin forwarded message:

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
Date: March 29, 2019 at 12:07:25 PM EDT
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Subject: Communication

The Restorative Justice process used by the Town of Arlington to address the matter regarding Lieutenant Rick Pedrini has now come to a conclusion. This process provided the best opportunity for our community to heal from the divisive, irresponsible, and unacceptable comments that he published in a law enforcement journal last year.

The Town chose to engage Lt. Pedrini in a process known as Restorative Justice, which focuses on the rehabilitation of responsible parties through deep engagement and reconciliation with victims and members of the community. The process was conducted by the Town in partnership with the non-profit Communities for Restorative Justice.

As part of the process, Officer Pedrini participated in a series of meetings over many hours with representatives of the immigrant community, Mystic Valley NAACP, religious community and law enforcement community, as well as municipal officials and Town Meeting Members. In all, he heard comments from more than 100 members of the community in person and in writing.

Lt. Pedrini, who was placed on administrative leave following the publication of his offending comments, will be allowed to return to work having met the expectations of the Restorative Justice process, including demonstrating remorse. As part of his restorative agreement he will be required to undertake a number of additional restorative steps, including a written public apology, and be subjected to certain punitive actions (which cannot be disclosed publicly for legally mandated reasons of employee privacy). He will return to work under the supervision of Acting Police Chief Juliann Flaherty, who will be responsible for enforcing the terms of Lt. Pedrini's return.

Lt. Pedrini was offered the Restorative Justice process because he expressed remorse for, and acknowledged the harm created by, his comments, and because those comments did not reflect his record and performance as a police officer. It is important to note that the traditional labor arbitration and litigation process is inherently uncertain and

presents little opportunity for community healing. Through the Restorative Justice process the Town was able to guide an outcome and promote a therapeutic dialogue.

The Town of Arlington has no tolerance for the type of employee behavior exhibited by Lt. Pedrini, which is at odds with the progressive programs and policies championed by the Town and Police Department. We believe that this innovative approach to addressing the matter is just, expressive of our abhorrence of such behavior, and useful in advancing the goals of respectfulness and inclusion in our civic life. We are grateful for the support and guidance provided during the process by Communities for Restorative Justice as well as the dedicated community members who brought tremendous perspective and wisdom to the process.

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: [Adam Chapdelaine](#)
To: JFlaherty@town.arlington.ma.us
Subject: (Archive Copy) Fwd: Communication
Date: Friday, March 29, 2019 12:17:48 PM

Ready for sharing with APD staff

Sent from my iPhone

Begin forwarded message:

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
Date: March 29, 2019 at 12:07:25 PM EDT
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Subject: Communication

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Director of Human Resources
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Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: [Caryn Malloy](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Draft Statement - EVF edits
Date: Friday, March 29, 2019 11:24:48 AM
Attachments: [Draft Pedrini resolutioncommunication 3_29_19.docx](#)

Adam -

Call me when you get a moment. We can yay or nay any changes over the phone.

Thanks
Caryn
Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: Erin Freeborn <efreeborn@c4rj.org>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>, NDominello@dwboston.com
Date: Fri, 29 Mar 2019 11:13:55 -0400
Subject: Draft Statement - EVF edits

--

Erin V. Freeborn
Executive Director

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Concord MA 01742
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p. 978-318-3447
f. 978-318-3442

Follow us on [Facebook](#) and on Twitter [@C4RJ_MA](#)



From: [Jenny Raitt](#)
To: abunnell@town.arlington.ma.us; [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Fw: Town of Arlington protects its white privilege
Date: Monday, March 25, 2019 6:28:46 PM

Jennifer Raitt
Director, Department of Planning and Community Development
Town of Arlington
730 Massachusetts Avenue
Arlington, Massachusetts 02476
781-316-3092

From: Susan M [REDACTED]
To: Whitney Demetrius <wdemetrius@chapa.org>
Cc: "JRaitt@town.arlington.ma.us" <JRaitt@town.arlington.ma.us>, "ezwirko@town.arlington.ma.us"
<ezwirko@town.arlington.ma.us>, Susan M [REDACTED]
Date: Mon, 25 Mar 2019 22:17:03 +0000
Subject: Fw: Town of Arlington protects its white privilege

Hello Whitney --- to answer your query, information about how the Town is protecting a police officer, Lt. Pedrini , who used his position in a police newsletter to advocate violence against Blacks, BLM, 'immigrants', Indigenous people, the homeless, and drug users is available on line. The Town is suing a fake "Restorative Justice process to let him off the hook.

This failure to protect community and minimization of brutally violent statements fit well within Arlington's 'progressive, middle class racism & classism. It is top down, from Town manager Adam Chapdelaine, the Select Board, the Human Rights Commission and apparently Senator Cindy Friedman. (See the link below.) **The ARB is facilitating and embracing gentrification** that will insure that only middle class whites can live here. ARB may claim to be open to democratic participation, but their actions and officious demeanor show otherwise. To add insult to injury, tenants are encouraged to speak in favor, write positive LTEs, etc. **It's all of a piece- the future of Arlington will be whiter than white and economically comfortable!**

nd fyi: Pam Hallett, HCA Director lied in public again at last Monday's ARB meeting when she spoke about no need for on street parking. Despite many corrections she's received she continues to claim, for example, that there are 32 parking spaces in the Capitol Square Complex (252-260 Mass Ave. There are 23 and she has been made aware of that. She ought to know as her office is in the Capitol Square complex. This is the figure she and the MAPC continue to use as a reason to have fewer parking spaces in future multiple unit housing, despite both MAPC and HCA being corrected. Here is a woman who treats tenants miserably and whose buildings are poorly maintained.

I will speak about this tonight at the Select Board meeting when the warrant for over night parking comes up. Pam Hallett is a deeply dishonest landlord who views tenants as commodities. So does the ARB. If you (plural) continue to allow her to make false statements at public meetings there will be push-back.

I am one of many HCA renters who has just gotten a \$304. monthly increase, from \$1,205. to \$1509., which is the Boston area HUD Maximum for a one bedroom apartment. Buckling floors, poor ventilation, heat that is most always below the state minimum, dust, no ground cover, rude management. Soon only voucher holders will be able to live in 'affordable housing' in Arlington and we all know folks are waiting years to get a voucher.

THIS IS POVERTY-PIMPING.

CHAPA is working hand-in-glove with ARB to suppress the voices of tenants.

Susan M.

Nobody in the world, nobody in history, has ever gotten their freedom by appealing to the moral sense of the people who were oppressing them. Assata Shakur

From: Whitney Demetrius <wdemetrius@chapa.org>
Sent: Sunday, March 24, 2019 8:39 PM
To: Susan M
Subject: Re: Fw: Town of Arlington protects its white privilege

Hi Susan,

Would you have time to talk more about what has happened here? I am very concerned and want to know more background.

Whitney

On Sat, Mar 23, 2019 at 12:40 PM Susan M [REDACTED] wrote:

From: Susan M [REDACTED]
Sent: Saturday, March 23, 2019 11:46 AM
Subject: Town of Arlington protects white privilege

Hello to good folks. You may remember some of us are making a big fuss about the Town's liberal racism, in this case the offering of fake Restorative Justice to cop Lt. Pedrini's racist, anti-'immigrant' & anti-BLM, anti-homeless people screeds published in a Massachusetts

police newsletter.

This is just the beginning of our work. Here's a photo taken outside the entrance to Arlington Human Rights Commission's monthly meeting. AHRC supports fake R.J. as do the Town Manager Adam Chapdelaine, the Select Board and that fauxgressive church in the Center. We were larger in number than the Commissioners and stayed for two hours. HRC man-splained about our "confusion" before we were allowed to speak. (The Man-Splainer is David Swanson who happens to be our state senator Cindy Friedman's chief of staff!*)

First demand is that they withdraw from police-sponsored Communities for Restorative Justice, which is not surprisingly a public relations firm. [<https://igpr.net/tag/communities-for-restorative-justice/>] Fire Pedrini who is a SYMPTOM of the problem, call the Town on its 'genteel' racism, classism, pro-gentrification stance. More later as it seems \$\$\$ may have changed hands between the Town and C4RJ! THANKS!

- *another Friedman staffer acknowledges that they regularly get complaints about the Housing Corporation of Arlington ('affordable housing' whose director is Pam Hallett. Hallett informs tenants that "maybe (they) need to move if they don't like it ([poor conditions and code violations]. Friedman's office prefers to maintain a good working relationship with HCA, so it doesn't 'rock the boat'. Same for Arlington Redevelopment Board and the Select Board.

Susan M. Ignoring the issue of power, liberalism dissolves entire areas of sociological conflict into interpersonal problems which can be resolved through the learning of good communication skills. Kitzinger

--
Whitney Demetrius

Municipal Engagement Initiative Program Associate

Citizens' Housing and Planning Association

One Beacon Street, 5th Floor

Boston, MA 02108

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Direct:(617) 631-8562

www.chapa.org

Find us on Facebook & Twitter



From: [Adam Chapdelaine](#)
To: [Naomi Greenfield](#); dswanson@arlingtonhumanrights.org
Subject: (Archive Copy) Fwd: Letter to Officer Pedrini
Date: Monday, March 11, 2019 10:04:24 AM
Attachments: [Officer Pedrini letter.docx](#)

FYI

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Bermudes [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Thu, 7 Mar 2019 21:57:05 +0000 (UTC)
Subject: Letter to Officer Pedrini

Hello Adam,

I gather I missed yesterday's deadline for submitting a letter for Officer Pedrini, but felt it important that you had the opportunity to read it.

With thanks for pursuing the restorative justice experiment,
Peter Bermudes

From: [Julie Flaherty](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Letter to Officer Pedrini
Date: Friday, March 08, 2019 8:40:37 AM
Attachments: [Officer Pedrini letter.docx](#)

Adam,
This letter came directly to me as the community member missed the deadline for the online HRC form.
Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: Bermudes [REDACTED]
To: jflaherty@town.arlington.ma.us
Date: Thu, 7 Mar 2019 21:55:37 +0000 (UTC)
Subject: Letter to Officer Pedrini

Hello Chief Flaherty:

I gather I missed yesterday's deadline for submitting a letter for Officer Pedrini, but felt it important that you had the opportunity to read it.

With thanks for pursuing the restorative justice experiment,
Peter Bermudes

From: [Select Board Member Joseph Curro](#)
To: [Adam Chapdelaine](#); [Selectman Joseph Curro](#)
Subject: (Archive Copy) Fwd: Restorative justice for Officer Pedrini
Date: Wednesday, March 06, 2019 4:53:15 PM

FYI.

I spoke with Elizabeth. She said she has reached out to you, too.

----- Forwarded message -----

From: **Elizabeth Dray** [REDACTED]
Date: Wed, Mar 6, 2019 at 12:21 PM
Subject: Restorative justice for Officer Pedrini
To: <jcurro@town.arlington.ma.us>

Hi Joe,
I hope you are well.

I do not think that this is an appropriate use of restorative justice. Can you find some time to talk this week?

Thanks
Elizabeth
Immigrant and Refugee Health Care Advocate
Executive Director, Arlington-Teosinte Sister City Project
2 communities, 1 family
<https://arlingtonteosintesistercityproject.weebly.com/>

From: [Erin Freeborn](#)
To: [Adam Chapdelaine](#); [Caryn Malloy](#); [Julie Flaherty](#)
Subject: (Archive Copy) Interesting development
Date: Wednesday, March 20, 2019 11:47:58 PM

Hi,
I wasn't expecting this... not sure if any of you were.

I'll see what I can find out in the morning and try not to let this become a distraction to the group of participants who want to have the dialogue tomorrow.
We will proceed.

Thank you,
Erin

----- Forwarded message -----

From: **Naomi Greenfield** <ngreenfield@arlingtonhumanrights.org>
Date: Wed, Mar 20, 2019 at 11:15 PM
Subject: AHRC Involvement in the Restorative Justice Process
To: Erin Freeborn <efreeborn@c4rj.org>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Julie Flaherty <JFlaherty@town.arlington.ma.us>, David Swanson <dswanson@arlingtonhumanrights.org>

Erin,

Thank you so much for engaging the AHRC in this process. After careful consideration and extensive debate this evening, the AHRC took the difficult to step of voting on whether to participate in the Restorative Justice (RJ) process for this case, even at this late stage in the process. It is my duty to inform you that this evening, March 20th, the AHRC voted unanimously to withdraw our participation in the RJ circle. We will come tomorrow morning to deliver the community impact statement takeaway packet for Lt. Pedrini as well as a summary document with select statements from the community that may be read at the RJ circle. This, however, will be our only involvement in this process.

Sincerely,

The Arlington Human Rights Commission

--

Erin V. Freeborn
Executive Director

Communities for Restorative Justice

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f. 978-318-3442

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From: [REDACTED]
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Letter to Officer Pedrini
Date: Thursday, March 07, 2019 4:57:15 PM
Attachments: [Officer Pedrini letter.docx](#)

Hello Adam,

I gather I missed yesterday's deadline for submitting a letter for Officer Pedrini, but felt it important that you had the opportunity to read it.

With thanks for pursuing the restorative justice experiment,
Peter Bermudes

From: [REDACTED]
To: [Adam Chapdelaine](#); [Christine Bongiorno](#); [Erin Freeborn](#)
Cc: [REDACTED] [Arlington Human Rights Commission](#)
Subject: (Archive Copy) Link to comments in MPA?
Date: Tuesday, March 05, 2019 2:47:54 PM

Hi all,

We've had a request to read or view the actual comments made by Lt. Pedrini in the MPA newsletter. Is that something we have access to? I think it's a valid request so that people read the comments in context rather than through heresay.

Naomi

From: [Adam Chapdelaine](#)
To: [Caryn Malloy](#)
Subject: (Archive Copy) Most Up to Date Draft
Date: Friday, March 29, 2019 9:33:12 AM
Attachments: [Draft Pedrini resolutioncommunication 3_27_19.docx](#)

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

**Location information pertaining to private residence of Arlington Police
Department employee withheld pursuant to G.L. c.4 §7(26)(c)**

From: [Clarissa Rowe](#)
To: ["Adam Chapdelaine"](#)
Subject: (Archive Copy) My weekend
Date: Monday, March 25, 2019 9:36:29 AM

Adam: I didn't want to call you over the weekend because I know that you (and my friend Dan) are under an enormous amount of stress. Unfortunately for Dan, I was in constant touch with him.

Friday night, I got a text message from Naomi G. about the meeting on Thursday night. I talked to her on Saturday, and talked to Cindy F. about it all because Dave Swanson had called her at 11 o'clock on Thursday night because he was upset. These two are very green, and haven't been faced with the confrontational tactics that they saw on Thursday from the group. Yesterday, I meet with three more Commissioners and listened to them as well.

My takeaway from all of this is that the Commission was surprised by this "assault" and that they didn't have the procedures in place to handle it. Sharon Grossman, who is a veteran member of the group, wasn't at the meeting but has since drafted up the procedure for public input for them for their next meeting. On Saturday, both chairs wanted to quit. I think because of Sharon's, Cindy's and others attention that will not happen. We don't need this to blow up right now.

Cindy wanted to come to our meeting tonight. Dan told me that she isn't on the agenda so how could she speak? She will call you instead.

All the Commissioners that I talked to did feel as though they were not really asked to participate in the circle, they were told by you and Christine that they had to do so. This may or may not be true. With more experienced chairs, they might have changed that but they were upset that you were disappointed with them when they didn't participate in the circle.

The rant of the Thursday crowd was all about the police force, as I believe you know from all the FOI requests in the last week or so. One of the demonstrators is a college professor who brought his entire class to the HRC to show them a meeting and to tell the Commission that the Town was doing the restorative justice work wrong.

Also, the same group is coming to us tonight to talk about the parking article. Dan has put them first because of a request from the lead person to go early because she is disabled. I am not sure how we are going to drift from parking into police but I am sure we will hear the same stuff. Naomi had texted Julie F. on Thursday and the police were outside but didn't come into the HRC meeting. I talked to Julie yesterday as she was about to walk her dogs on the beach at [REDACTED]

[REDACTED] She told me that none of the group has had an interaction with the police department. When the group first appeared in front of the BOS, I did call Pam Hallett of AHC about them. She said that the AHC had bent over backwards to accommodate them but they are never happy. If we do go forward with the resolution for Town Meeting, I would like Doug to please strike the phrase about the evil landlords and real estate agents because there are two sides to the story. As you know, Pam is a town meeting member.

Julie is willing to have two officers in civilian dress sit on Mass Avenue tonight, but that decision is

up to you. If they behave as they did Thursday, we might need them because we have a very long agenda and will be there until midnight if they don't leave the chambers. I will leave the decision to you. Diane and I think it might be prudent. Marie doesn't want it. Of course, Dan doesn't think we need them either. I haven't reached Joe or John yet. In my experience, it is often helpful to have some police nearby. We needed some police at some of the Mass Avenue meetings.

The good news is that Campaign meeting last night with all the field workers (about 60 young, "new" faces) was great. Jane Morgan and Kate Leary are firmly in charge of the troops and the messaging and it was reassuring. The three bald guys, Len, Dan and Dean Carmen are the leaders and they spoke well last night.

Also, Mary O is in Ireland this week. Have you talked to Bobby yet? Dan is still mad, as he should be, about the missteps with the recent assessments. But we need to solve this problem.

Clarissa who has one meeting and 12 days left, and by the way, still no paycheck.

Clarissa Rowe
137 Herbert Road
Arlington, Massachusetts 02474

From: [REDACTED]
To: achapdelaine@town.arlington.ma.us; [Arlington Human Rights Commission](#); Lori.kenschaf@envision@town.arlington.ma.us
Subject: (Archive Copy) Pedrini Debacle : Arlington (Emb)RACISM and the Protectors of Privilege" Dog Whistle
Date: Saturday, March 30, 2019 8:58:29 AM

The Town's coddling of racist policing and its suppression of dissenting voices is despicable. I will never again view the Town Manager as anything but an autocratic racist. The philosophy behind Restorative Justice is one of communities holding each other to account OUTSIDE of the criminal justice system and its actors. This is a venerable old practice used by oppressed and marginalized groups. They are the very peoples who understandably do not trust police and who are the recipients of endemic police brutality. - including one death every 18 hours at the hands of U.S. police, and monstrous dis-proportionality in our prisons. The history of U.S. policing is one of slave catchers. That is how it evolved. Fact, not my opinion. With the assistance of white 'reformists' the very meaning Restorative Justice has been perverted by the massive criminal justice system, and misused to protect police and state violence. In addition it is now commonly employed by police as a 'bargaining chip', much as pre-trial detention and plea bargaining is. In other words, cops may 'offer' 'restorative justice' to someone who should not be charged at all. If the person offered 'R.J' declines, there will be consequences. In this manner, like most other 'reforms', restorative justice is "weaponized" as another tool in law enforcement's huge arsenal. And as we've witnessed now in this monstrous injustice that coddled a cop's public calls for violence against the very people for whom true restorative justice was intended, corrupted restorative justice is serving to protect law enforcement. I have been doing this work for 25 years; the depth of denial vis a vis the Town's racism is remarkable. We don't/won't see it because it's the 'air' we 'breathe'. I encourage folks to look at the C4RJ website. It is shameless white liberal co-optation.

The Town has signaled that it is a refuge for a kinder, gentler racism- which supports gentrification. It holds no ethical or moral authority.

Susan Mortimer

Ignoring the issue of power, liberalism dissolves entire areas of sociological conflict into interpersonal problems which can be resolved through the learning of good communication skills.

Kitzinger

From: [REDACTED] Ryan
To: Adam Chapdelaine
Cc: Julie Flaherty; Caryn Malloy
Subject: (Archive Copy) Pedrini Matter
Date: Wednesday, March 06, 2019 5:20:27 PM

Adam - at the risk of over stepping my boundaries I thought that I'd write this note rather than chiming in on the public feedback inbox.

I have no doubt that Rick is a decent human being and there is no evidence that I'm aware of that his practice of policing mirrored his writings.

That said, I have a couple of very serious concerns.

1) Rick's MPA work has become a distraction to his duties at APD and the culture of the MPA is not reflective of the culture of the Town of Arlington nor the APD. That is not likely to change anytime in our lifetime. The last time I attended one of their meetings they gave a standing ovation in response to an announcement of a fatal police shooting. As an element of any credible restorative contract I think that he needs to step away from the MPA.

2) As I understand it, Rick recently attended a Patrol Officer union event and accepted some sort of "best supervisor" award. If this is true, the fact that a lieutenant, who is out on admin leave pending discipline, chose to attend and accept an award from the APPA is VERY concerning on a number of fronts. Symbolically, this is a snub in the nose to the TM, his management team, the restorative process, and to the community as a whole. Further, the fact that the APPA created this award and gave it to Rick is evidence of the harm that his actions have caused to the culture and credibility of the APD.

Failure to address these issues will have a long-term adverse impact on the credibility of the APD.

Thank you for listening.

Fred R.

From: [Kristen DeFrancisco](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Please call Bob Radochia...
Date: Wednesday, March 27, 2019 11:03:01 AM

he has a couple quick things. One is in regards to Pedrini. His number is 781-[REDACTED] Thanks!

Kristen DeFrancisco
Administrative Assistant
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3004

From: [Erin Freeborn](#)
To: [Adam Chapdelaine](#); [Caryn Malloy](#)
Subject: (Archive Copy) Practical question
Date: Thursday, March 14, 2019 4:53:33 PM

Hi,

I'm realizing that if our circle starts at 10:30 (community members arriving at 9:30) and goes 3 hours then people may get very hungry and run out of energy. Is it possible to have coffee to start the morning and light sandwiches delivered around 11:30? I can structure an appropriate break in the conversation so that we can allow people to refuel.

In restorative justice many circles end with food as a way to reconnect as community or "break bread together". We usually don't do this at C4RJ but it would probably set us up for a more successful outcome in this case if people are not "hangry."

Another benefit is that a casual mingling opportunity allows people to reach out in a more private way if they want to. Many positive conversations can happen during this time.

What do you think?
Erin

--

Erin V. Freeborn
Executive Director

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From: [Caryn Malloy](#)
To: [Joan Roman](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Press Release
Date: Friday, March 29, 2019 12:04:00 PM
Attachments: [Pedrini resolution communication3_29_19_0938AM.docx](#)

Joan - here it is

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: [REDACTED]
To: jflaherty@town.arlington.ma.us; mkrepelka@town.arlington.ma.us; achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Protest Pedrini
Date: Friday, March 08, 2019 10:53:40 AM

Dear Ms. Flaherty,

As a long-time Arlington resident I have generally viewed examples of police racism, bullying and abuse of force as a "somewhere else" phenomenon, deplorable but not a local concern. The Arlington police officers with whom I have interacted have been polite and helpful, and reports of police interactions with the Arlington public generally have been positive. I thought the police were good people and on our side. Community policing at its best was to be found in Arlington.

This incident involving writings by Lt. Pedrini served as a reminder that there are individuals, probably in most police departments, that embrace an "us verses them" mentality that implicitly justifies abusive behavior toward civilians. These people are questionable not only for what they might do if they feel provoked or threatened, but also as "bad apples" that can poison the thinking of their colleagues. When it is apparent that somebody holds these views it is dangerous to give them authority under arms.

The idea that explaining to Lt. Pedrini that his thinking is wrong-minded and against department policy is going to produce real changes in his mindset is laughable. He is too likely to be entrenched in his ways to profit from well-minded attempts at rehabilitation. As a citizen, the idea that I might seek help from the police and then have to deal with an armed thug is highly worrisome.

I understand that it is much easier to slide the Lieutenant back into your system with a slap on the wrist than to terminate him, but to take the easier path in this case is to seriously erode the trust of the community in the Town's and the Police department's values. You and the Town Manager and the Select board should understand that trust is built very slowly but can be lost in a second.

Yours truly,

George T. Gallagher
30 Lantern Lane
Arlington
781-[REDACTED]

From: [Erin Freeborn](#)
To: [Caryn Malloy](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) Question from tonight's call
Date: Tuesday, March 19, 2019 9:58:17 PM

Hi,

I just finished the prep call and there is a valid request to see the 6 pages of Rick's articles. We had a lot of discussion around the issue and I'd like to advocate that the community members get to see it in advance. I've made them all (we had 6 call participants) swear that they will not circulate the document if they get it but I understand that there is a risk if we email it out.

Another idea is that we can make it available to the people on the call electronically and then have it in hard copy for the few others on Thursday morning.

What do you think?

I have it and can send it to the call participants if you say it is okay.

Thank you!

Erin

--

Erin V. Freeborn
Executive Director

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From: [Erin Freeborn \(efreeborn@c4rj.org\)](mailto:efreeborn@c4rj.org)
To: [Naomi Greenfield](mailto:nnaomi.greenfield@arlingtonhumanrights.org)
Cc: [Adam Chapdelaine](mailto:adchapdelaine@c4rj.org); [Christine Bongiorno](mailto:cchristinebongiorno@c4rj.org); [Julie Flaherty](mailto:julie.flaherty@c4rj.org); [David Swanson](mailto:dswanson@c4rj.org)
Subject: (Archive Copy) Re: AHRC Involvement in the Restorative Justice Process
Date: Wednesday, March 20, 2019 11:40:03 PM

Hi Naomi,

Thank you for letting me, and us know. I appreciate that this is a very difficult. I will reach out to you in the morning to see if we can chat a little more about the "why" behind the unanimous decision so as to inform the circle dialogue.

Respectfully,
Erin

On Wed, Mar 20, 2019 at 11:15 PM Naomi Greenfield <nnaomi.greenfield@arlingtonhumanrights.org> wrote:

Erin,

Thank you so much for engaging the AHRC in this process. After careful consideration and extensive debate this evening, the AHRC took the difficult to step of voting on whether to participate in the Restorative Justice (RJ) process for this case, even at this late stage in the process. It is my duty to inform you that this evening, March 20th, the AHRC voted unanimously to withdraw our participation in the RJ circle. We will come tomorrow morning to deliver the community impact statement takeaway packet for Lt. Pedrini as well as a summary document with select statements from the community that may be read at the RJ circle. This, however, will be our only involvement in this process.

Sincerely,

The Arlington Human Rights Commission

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Executive Director

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Sincerely,

The Arlington Human Rights Commission

From: [Adam Chapdelaine](#)
To: [REDACTED]
Cc: dswanson@arlingtonhumanrights.org
Subject: (Archive Copy) Re: AHRC Involvement in the Restorative Justice Process
Date: Thursday, March 21, 2019 6:24:45 AM

Thank you, Naomi.

I appreciate the circumstances as you've described them and I am sorry to hear that protesters created a frightening situation at last night's meeting.

Thank you for the offer to chat further. I'll plan to call you after 8.

Sent from my iPhone

On Mar 21, 2019, at 5:33 AM, Naomi Greenfield [REDACTED] wrote:

Hi Adam,

Dave and I would like the chance to explain in person. We both really respect you and value your leadership.

In short, you weren't extended an invitation to the meeting prior to the vote because there was never any intention to vote. Our meeting last night was overwhelmed by protesters and, despite our best efforts, got out of control and very frightening. The vote happened as a result.

I'll be available after 8 and before the circle starts at 9:30. Would be happy to chat more.

Naomi

On Mar 21, 2019, at 5:15 AM, Adam Chapdelaine
(AChapdelaine@town.arlington.ma.us)
<AChapdelaine@town.arlington.ma.us> wrote:

Naomi,

Thank you for including me on this notice. I have to admit that I am deeply disappointed to read this and I wish that I had been extended the courtesy of having an opportunity to address the commission before such a vote was considered.

That said, I respect the Commission's decision and I

appreciate the work that you've done to date to solicit and prepare the community statements.

Best,
Adam

Sent from my iPhone

On Mar 20, 2019, at 11:16 PM, Naomi Greenfield <ngreenfield@arlingtonhumanrights.org> wrote:

Erin,

Thank you so much for engaging the AHRC in this process. After careful consideration and extensive debate this evening, the AHRC took the difficult to step of voting on whether to participate in the Restorative Justice (RJ) process for this case, even at this late stage in the process. It is my duty to inform you that this evening, March 20th, the AHRC voted unanimously to withdraw our participation in the RJ circle. We will come tomorrow morning to deliver the community impact statement takeaway packet for Lt. Pedrini as well as a summary document with select statements from the community that may be read at the RJ circle. This, however, will be our only involvement in this process.

Sincerely,

The Arlington Human Rights Commission

From: [Julie Flaherty](#)
To: [Caryn Malloy](#); [Erin Freeborn](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Call tomorrow?
Date: Thursday, March 21, 2019 6:19:40 PM

1015 is good for me also.

Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
To: "Erin Freeborn" <efreeborn@c4rj.org>, "Adam Chapdelaine"
<AChapdelaine@town.arlington.ma.us>, "Julie Flaherty" <jflaherty@town.arlington.ma.us>
Date: Thu, 21 Mar 2019 18:16:19 -0400
Subject: Re: Call tomorrow?

10:15 works well for me if it works for the others

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy
<CMalloy@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Thu, 21 Mar 2019 18:08:43 -0400
Subject: Call tomorrow?

Hi,

I'm wondering if the 4 of us could have a short call tomorrow, 30 mins or less, to check in on a few brief items.

I can do 8:30 then am free between 10:15-11:45. Maybe a slot in the afternoon if the morning isn't possible for you 3. Please let me know if.

Thank you,
Erin

--

Erin V. Freeborn
Executive Director

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From: [Adam Chapdelaine](#)
To: [Caryn Malloy](#)
Cc: [Erin Freeborn](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: Call tomorrow?
Date: Thursday, March 21, 2019 6:21:20 PM

I'll be in the car en route to a meeting, but can get on a call at 10:15.

Sent from my iPhone

On Mar 21, 2019, at 6:16 PM, Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

10:15 works well for me if it works for the others

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
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From: Erin Freeborn <efreeborn@c4rj.org>
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Thank you,
Erin

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From: [Erin Freeborn](#)
To: [Adam Chapdelaine](#)
Cc: [Caryn Malloy](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: Call tomorrow?
Date: Thursday, March 21, 2019 6:23:50 PM

Thank you. I'll circulate a call in number.

Adam is your meeting at 10:30? If so I can try to do 10.

On Thu, Mar 21, 2019 at 6:21 PM Adam Chapdelaine

<AChapdelaine@town.arlington.ma.us> wrote:

I'll be in the car en route to a meeting, but can get on a call at 10:15.

Sent from my iPhone

On Mar 21, 2019, at 6:16 PM, Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

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Caryn Cove Malloy
Director of Human Resources
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From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Thu, 21 Mar 2019 18:08:43 -0400
Subject: Call tomorrow?

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Erin

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Erin V. Freeborn
Executive Director

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--
Erin V. Freeborn
Executive Director

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From: [Adam Chapdelaine](#)
To: [Erin Freeborn](#)
Cc: [Caryn Malloy](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: Call tomorrow?
Date: Thursday, March 21, 2019 6:29:16 PM

It's at 11, but it's downtown, so I'm planning to give myself time to get in. 10:15 should be fine.

Sent from my iPhone

On Mar 21, 2019, at 6:24 PM, Erin Freeborn <efreeborn@c4rj.org> wrote:

Thank you. I'll circulate a call in number.

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On Thu, Mar 21, 2019 at 6:21 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

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Director of Human Resources
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From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
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I can do 8:30 then am free between 10:15-11:45. Maybe a slot in the

afternoon if the morning isn't possible for you 3. Please let me know if.

Thank you,
Erin

--

Erin V. Freeborn
Executive Director

Communities for Restorative Justice

219 Walden Street

P.O. Box 65

Concord MA 01742

www.c4rj.org

p. 978-318-3447

f. 978-318-3442

Follow us on [Facebook](#) and on Twitter [@C4RJ_MA](#)



--

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Meeting credentials for private conference call line withheld pursuant to G.L. c.4
§7(26)(c)

From: [Erin Freeborn](#)
To: [Adam Chapdelaine](#)
Cc: [Caryn Malloy](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: Call tomorrow?
Date: Thursday, March 21, 2019 6:33:06 PM

Ok. 10:15 is great. I should be done with my 9:30 in plenty of time. Thank you all!

For conference call:

Dial-in Number: (515) 739-1015

[REDACTED]

No PIN needed for participants

Thank you again,
Erin

On Thu, Mar 21, 2019 at 6:29 PM Adam Chapdelaine

<AChapdelaine@town.arlington.ma.us> wrote:

It's at 11, but it's downtown, so I'm planning to give myself time to get in. 10:15 should be fine.

Sent from my iPhone

On Mar 21, 2019, at 6:24 PM, Erin Freeborn <efreeborn@c4rj.org> wrote:

Thank you. I'll circulate a call in number.

Adam is your meeting at 10:30? If so I can try to do 10.

On Thu, Mar 21, 2019 at 6:21 PM Adam Chapdelaine

<AChapdelaine@town.arlington.ma.us> wrote:

I'll be in the car en route to a meeting, but can get on a call at 10:15.

Sent from my iPhone

On Mar 21, 2019, at 6:16 PM, Caryn Malloy

<CMalloy@town.arlington.ma.us> wrote:

10:15 works well for me if it works for the others

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
[730 Massachusetts Avenue, 3rd Floor Annex](#)
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
[www.arlingtonma.gov](#)

From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Thu, 21 Mar 2019 18:08:43 -0400
Subject: Call tomorrow?

Hi,

I'm wondering if the 4 of us could have a short call tomorrow, 30 mins or less, to check in on a few brief items.

I can do 8:30 then am free between 10:15-11:45. Maybe a slot in the afternoon if the morning isn't possible for you 3. Please let me know if.

Thank you,
Erin

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Executive Director

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Executive Director

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From: [Caryn Malloy](#)
To: [Erin Freeborn](#); [Adam Chapdelaine](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: Call tomorrow?
Date: Thursday, March 21, 2019 6:16:20 PM

10:15 works well for me if it works for the others

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
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From: [Julie Flaherty](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Can I make an appointment to speak with you?
Date: Tuesday, March 12, 2019 2:26:44 PM

ok, thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Julie Flaherty" <JFlaherty@town.arlington.ma.us>
Date: Tue, 12 Mar 2019 13:38:24 -0400
Subject: Re: Can I make an appointment to speak with you?

No objections at all. I think it would be a good idea.

Sent from my iPhone

On Mar 12, 2019, at 1:35 PM, Julie Flaherty <JFlaherty@town.arlington.ma.us> wrote:

Hi Adam,
Do you have any objection to me meeting with Ms Popkin?
Thank you.

Begin forwarded message:

From: Louise B Popkin [REDACTED]
Date: March 12, 2019 at 12:53:51 PM EDT
To: jflaherty@town.arlington.ma.us
Subject: Can I make an appointment to speak with you?

Hello, Julie, and I hope this finds you well.

I was at last night's Diversity Task Group meeting, where there was discussion of the discomfort many of us feel, and are hearing about in conversations with others, about the Town's response to Lt. Pedrini's published comments. Brooks Harrelson and I also discussed this on the way to and from the meeting (we're neighbors, and he often gives me a ride); and because of some issues I mentioned and personal reactions I shared, he suggested that I speak with you directly. Based on our limited but cordial contact, I would feel comfortable doing that if you are. So I'm wondering if I could make an appointment to drop by your office sometime soon. I'm free most Mondays through Thursdays from 11 on

and most Fridays after 2.

Assuming that this is an option, might you suggest a couple of time slots that could work for you and I'll do my best to confirm one? Or if you have someone who handles your appointment calendar, just tell me how to contact that person and I will.

With best regards,
Louise

From: [Adam Chapdelaine](#)
To: [Julie Flaherty](#)
Subject: (Archive Copy) Re: Can I make an appointment to speak with you?
Date: Tuesday, March 12, 2019 1:38:32 PM

No objections at all. I think it would be a good idea.

Sent from my iPhone

On Mar 12, 2019, at 1:35 PM, Julie Flaherty <JFlaherty@town.arlington.ma.us> wrote:

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Thank you.

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With best regards,
Louise

From: [Select Board Member Joseph Curro](#)
To: [Adam Chapdelaine](#); [Selectman Joseph Curro](#)
Subject: (Archive Copy) Re: Communication
Date: Friday, March 29, 2019 4:10:10 PM

Thanks, Adam. Just so I am clear... The public portion of the agreement is limited to a written apology, no other public forum or engagement? Is my understanding correct?

On Fri, Mar 29, 2019 at 12:18 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Members of the Board,

Please see the statement below which we will be issuing later today.

If you have any questions, please let me know.

Best,
Adam

Sent from my iPhone

Begin forwarded message:

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
Date: March 29, 2019 at 12:07:25 PM EDT
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Subject: Communication

The Restorative Justice process used by the Town of Arlington to address the matter regarding Lieutenant Rick Pedrini has now come to a conclusion. This process provided the best opportunity for our community to heal from the divisive, irresponsible, and unacceptable comments that he published in a law enforcement journal last year.

The Town chose to engage Lt. Pedrini in a process known as Restorative Justice, which focuses on the rehabilitation of responsible parties through deep engagement and reconciliation with victims and members of the community. The process was conducted by the Town in partnership with the non-profit Communities for Restorative Justice.

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employee privacy). He will return to work under the supervision of Acting Police Chief Juliann Flaherty, who will be responsible for enforcing the terms of Lt. Pedrini's return.

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Town of Arlington
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Arlington, MA 02476
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www.arlingtonma.gov

From: [Adam Chapdelaine](#)
To: [Select Board Member Joseph Curro](#)
Subject: (Archive Copy) Re: Communication
Date: Friday, March 29, 2019 4:26:00 PM

Actually, there is a portion of the RJ agreement that requires further public engagement for both Rick and the APD. RJ agreements are supposed to be confidential, so we were careful with what we shared.

You can feel free to tell constituents that there will be more dialogue to come aimed at healing the harm caused and rebuilding trust.

Sent from my iPhone

On Mar 29, 2019, at 4:10 PM, Select Board Member Joseph Curro <jcurro@town.arlington.ma.us> wrote:

Thanks, Adam. Just so I am clear... The public portion of the agreement is limited to a written apology, no other public forum or engagement? Is my understanding correct?

On Fri, Mar 29, 2019 at 12:18 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

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Best,
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Sent from my iPhone

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Date: March 29, 2019 at 12:07:25 PM EDT
To: "Adam Chapdelaine"
<AChapdelaine@town.arlington.ma.us>
Subject: Communication

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Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: [Adam Chapdelaine](#)
To: [John Hurd](#)
Subject: (Archive Copy) Re: Communication
Date: Friday, March 29, 2019 1:48:17 PM

Thanks, John.

Sent from my iPhone

On Mar 29, 2019, at 12:34 PM, John Hurd <JHurd@town.arlington.ma.us> wrote:

Looks good to me.

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Clarissa Rowe" <clarissa.rowe@comcast.net>, "Dan Dunn"
<ddunn@town.arlington.ma.us>, "Diane Mahon"
<dmahon@town.arlington.ma.us>, "Joe Curro"
<jcurro@town.arlington.ma.us>, "John Hurd"
<JHurd@town.arlington.ma.us>, "Marie Krepelka"
<MKrepelka@town.arlington.ma.us>
Date: Fri, 29 Mar 2019 12:18:27 -0400
Subject: Fwd: Communication

Members of the Board,

Please see the statement below which we will be issuing later today.

If you have any questions, please let me know.

Best,
Adam

Sent from my iPhone

Begin forwarded message:

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
Date: March 29, 2019 at 12:07:25 PM EDT
To: "Adam Chapdelaine"
<AChapdelaine@town.arlington.ma.us>
Subject: Communication

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Director of Human Resources
Town of Arlington
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Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: [Joan Roman](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Draft Statement
Date: Thursday, March 28, 2019 4:01:45 PM
Attachments: [Draft Pedrini resolutioncommunication 3_27_19.docx](#)

This is very good and strong. minor suggestions... comma, present tense.

Joan Roman
Public Information Officer
Town of Arlington, MA
www.arlingtonma.gov
Like Us at:
<https://www.facebook.com/arlingtonma>
Follow us at:
[@arlingtonmagov](https://twitter.com/arlingtonmagov)

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Joan Roman" <JRoman@town.arlington.ma.us>
Date: Thu, 28 Mar 2019 15:36:28 -0400
Subject: Draft Statement

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [Jim Feeney](#)
To: [Adam Chapdelaine](#); [Caryn Malloy](#); [Sandy Pooler](#)
Subject: (Archive Copy) Re: Draft Statement
Date: Thursday, March 28, 2019 1:05:33 PM
Attachments: [Draft Pedrini resolutioncommunication 3_27_19 JF.docx](#)

Minor editorial suggestions attached.

In the last para, I think the use of the terminology 'zero tolerance' could be criticized.

I am of the opinion the comment about termination and its potential for being overturned could be construed as undermining the sincerity of our belief in the restorative justice process, and our determination this was the right and just thing to do. Almost sells it as a fearful back-up plan, when in fact, if termination was truly believed to be the appropriate and just punishment, we would have pursued it and defended it to the best of our ability.

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Caryn Malloy" <CMalloy@town.arlington.ma.us>, "Jim Feeney" <JFeeney@town.arlington.ma.us>, "Sandy Pooler" <SPooler@town.arlington.ma.us>
Date: Thu, 28 Mar 2019 11:19:21 -0400
Subject: Draft Statement

| What are we missing here? Should we be saying more/less?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [John Hurd](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: Communication
Date: Friday, March 29, 2019 12:34:28 PM

Looks good to me.

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Clarissa Rowe" <clarissa.rowe@comcast.net>, "Dan Dunn"
<ddunn@town.arlington.ma.us>, "Diane Mahon"
<dmahon@town.arlington.ma.us>, "Joe Curro" <jcurro@town.arlington.ma.us>,
"John Hurd" <JHurd@town.arlington.ma.us>, "Marie Krepelka"
<MKrepelka@town.arlington.ma.us>
Date: Fri, 29 Mar 2019 12:18:27 -0400
Subject: Fwd: Communication

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If you have any questions, please let me know.

Best,
Adam

Sent from my iPhone

Begin forwarded message:

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
Date: March 29, 2019 at 12:07:25 PM EDT
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Subject: Communication

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www.arlingtonma.gov

From: [Julie Flaherty](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: Communication
Date: Friday, March 29, 2019 12:22:09 PM

Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: <JFlaherty@town.arlington.ma.us>
Date: Fri, 29 Mar 2019 12:17:40 -0400
Subject: Fwd: Communication

Ready for sharing with APD staff

Sent from my iPhone

Begin forwarded message:

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
Date: March 29, 2019 at 12:07:25 PM EDT
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From: [Adam Chapdelaine](#)
To: [Julie Flaherty](#)
Subject: (Archive Copy) Re: Fwd: Letter to Officer Pedrini
Date: Friday, March 08, 2019 3:13:43 PM

Thank you, Chief. He sent it to me as well. I will provide it to Naomi and David.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Julie Flaherty" <JFlaherty@town.arlington.ma.us>
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Fri, 08 Mar 2019 08:40:32 -0500
Subject: Fwd: Letter to Officer Pedrini

Adam,
This letter came directly to me as the community member missed the deadline for the online HRC form.
Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: Bermudes [REDACTED]
To: jflaherty@town.arlington.ma.us
Date: Thu, 7 Mar 2019 21:55:37 +0000 (UTC)
Subject: Letter to Officer Pedrini

Hello Chief Flaherty:

I gather I missed yesterday's deadline for submitting a letter for Officer Pedrini, but felt it important that you had the opportunity to read it.

With thanks for pursuing the restorative justice experiment,
Peter Bermudes

From: [Select Board Member Joseph Curro](#)
To: [Adam Chapdelaine](#); [Selectman Joseph Curro](#)
Subject: (Archive Copy) Re: Fwd: Restorative justice for Officer Pedrini
Date: Wednesday, March 06, 2019 5:14:37 PM

Might have been phone message.

On Wed, Mar 6, 2019 at 4:54 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

I did receive an email from her today. I have not responded yet, but plan to do so.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Select Board Member Joseph Curro <jcurro@town.arlington.ma.us>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Selectman Joseph Curro <jcurro@town.arlington.ma.us>
Date: Wed, 6 Mar 2019 16:52:57 -0500
Subject: Fwd: Restorative justice for Officer Pedrini

FYI.

I spoke with Elizabeth. She said she has reached out to you, too.

----- Forwarded message -----

From: **Elizabeth Dray** [REDACTED]
Date: Wed, Mar 6, 2019 at 12:21 PM
Subject: Restorative justice for Officer Pedrini
To: <jcurro@town.arlington.ma.us>

Hi Joe,
I hope you are well.

I do not think that this is an appropriate use of restorative justice.
Can you find some time to talk this week?

Thanks
Elizabeth
Immigrant and Refugee Health Care Advocate
Executive Director, Arlington-Teosinte Sister City Project
2 communities, 1 family
<https://arlingtonteosintesistercityproject.weebly.com/>

From: [Adam Chapdelaine](#)
To: [Select Board Member Joseph Curro](#)
Subject: (Archive Copy) Re: Fwd: Restorative justice for Officer Pedrini
Date: Wednesday, March 06, 2019 4:54:15 PM

I did receive an email from her today. I have not responded yet, but plan to do so.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Select Board Member Joseph Curro <jcurro@town.arlington.ma.us>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Selectman Joseph Curro <jcurro@town.arlington.ma.us>
Date: Wed, 6 Mar 2019 16:52:57 -0500
Subject: Fwd: Restorative justice for Officer Pedrini

FYI.

I spoke with Elizabeth. She said she has reached out to you, too.

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From: **Elizabeth Dray** [REDACTED]
Date: Wed, Mar 6, 2019 at 12:21 PM
Subject: Restorative justice for Officer Pedrini
To: <jcurro@town.arlington.ma.us>

Hi Joe,
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Can you find some time to talk this week?

Thanks
Elizabeth
Immigrant and Refugee Health Care Advocate
Executive Director, Arlington-Teosinte Sister City Project
2 communities, 1 family
<https://arlingtonteosintesistercityproject.weebly.com/>

From: [Adam Chapdelaine](#)
To: [Erin Freeborn](#)
Cc: [Caryn Malloy](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: Interesting development
Date: Thursday, March 21, 2019 5:06:38 AM

Erin,

I was certainly not expecting this, though we learned of a small protest at the AHRC meeting last night, so I suppose I'm not totally surprised as I am waking up to this today.

I agree that we should proceed and I appreciate your focus on not letting this become a distraction.

See you in a few hours.

Best,
Adam

Sent from my iPhone

On Mar 20, 2019, at 11:47 PM, Erin Freeborn <efreeborn@c4rj.org> wrote:

Hi,
I wasn't expecting this... not sure if any of you were.

I'll see what I can find out in the morning and try not to let this become a distraction to the group of participants who want to have the dialogue tomorrow. We will proceed.

Thank you,
Erin

----- Forwarded message -----

From: **Naomi Greenfield** <ngreenfield@arlingtonhumanrights.org>
Date: Wed, Mar 20, 2019 at 11:15 PM
Subject: AHRC Involvement in the Restorative Justice Process
To: Erin Freeborn <efreeborn@c4rj.org>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Julie Flaherty <JFlaherty@town.arlington.ma.us>, David Swanson <dswanson@arlingtonhumanrights.org>

Erin,

Thank you so much for engaging the AHRC in this process. After careful consideration and extensive debate this evening, the AHRC took the difficult to step of voting on whether to participate in the Restorative Justice (RJ) process

for this case, even at this late stage in the process. It is my duty to inform you that this evening, March 20th, the AHRC voted unanimously to withdraw our participation in the RJ circle. We will come tomorrow morning to deliver the community impact statement takeaway packet for Lt. Pedrini as well as a summary document with select statements from the community that may be read at the RJ circle. This, however, will be our only involvement in this process.

Sincerely,

The Arlington Human Rights Commission

--

Erin V. Freeborn
Executive Director

Communities for Restorative Justice
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P.O. Box 65
Concord MA 01742
www.c4rj.org

p. 978-318-3447
f. 978-318-3442

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From: [REDACTED]
To: AChapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Re: Letter to Officer Pedrini
Date: Monday, March 11, 2019 11:01:44 AM

Many thanks, Adam.
Peter

-----Original Message-----

From: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
To: Bermudes [REDACTED]
Sent: Mon, Mar 11, 2019 10:04 am
Subject: Re: Letter to Officer Pedrini

Peter,

Thank you very much for sharing this. I will share it with the team that is preparing the community statements to share with Lt. Pedrini.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Bermudes [REDACTED]

To: achapdelaine@town.arlington.ma.us
Date: Thu, 7 Mar 2019 21:57:05 +0000 (UTC)
Subject: Letter to Officer Pedrini

Hello Adam,

I gather I missed yesterday's deadline for submitting a letter for Officer Pedrini, but felt it important that you had the opportunity to read it.

With thanks for pursuing the restorative justice experiment,
Peter Bermudes

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Letter to Officer Pedrini
Date: Monday, March 11, 2019 10:04:04 AM

Peter,

Thank you very much for sharing this. I will share it with the team that is preparing the community statements to share with Lt. Pedrini.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Bermudes [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Thu, 7 Mar 2019 21:57:05 +0000 (UTC)
Subject: Letter to Officer Pedrini

Hello Adam,

I gather I missed yesterday's deadline for submitting a letter for Officer Pedrini, but felt it important that you had the opportunity to read it.

With thanks for pursuing the restorative justice experiment,
Peter Bermudes

From: [REDACTED]
To: [Adam Chapdelaine](#)
Cc: [Christine Bongiorno](#); [Erin Freeborn](#); [REDACTED] [Arlington Human Rights Commission](#)
Subject: (Archive Copy) Re: Link to comments in MPA?
Date: Wednesday, March 06, 2019 10:38:43 AM

Agreed. I will get back to the individual on this and have them reference the excerpts from the articles in the Town statement.

Has the MPA released any statement on this? Someone else asked specifically about their silence on the matter.

Naomi

On Wed, Mar 6, 2019 at 10:20 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Hi Naomi,

The links that had been on the MPA website were taken down very quickly in the immediate aftermath of the public learning about them last October. We have paper copies and I believe we've scanned them and have them electronically - all for the internal affairs report.

I am a little hesitant to mass release them again, especially under the Town's communication channels. I'd be a little worried that people just tuning in now would think that they are new or that we approve of them since we are releasing them.

Happy to discuss, but those are my initial thoughts.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Naomi Greenfield [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Erin Freeborn <efreeborn@c4rj.org>
Cc: David Swanson [REDACTED] Arlington Human RIghts Commission <ahrc@town.arlington.ma.us>
Date: Tue, 5 Mar 2019 14:47:36 -0500
Subject: Link to comments in MPA?

Hi all,

We've had a request to read or view the actual comments made by Lt. Pedrini in the MPA newsletter. Is that something we have access to? I think it's a valid request so that people read the comments in context rather than through heresay.

Naomi

From: [Adam Chapdelaine](#)
To: [REDACTED]
Cc: [Christine Bongiorno](#); [Erin Freeborn](#); [REDACTED] [Arlington Human Rights Commission](#)
Subject: (Archive Copy) Re: Link to comments in MPA?
Date: Wednesday, March 06, 2019 10:49:35 AM

They did make a statement, but I am struggling to find it now. I'll keep digging.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Naomi Greenfield [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Erin Freeborn <efreeborn@c4rj.org>, David Swanson [REDACTED] Arlington Human Rights Commission <ahrc@town.arlington.ma.us>
Date: Wed, 6 Mar 2019 10:38:26 -0500
Subject: Re: Link to comments in MPA?

Agreed. I will get back to the individual on this and have them reference the excerpts from the articles in the Town statement.

Has the MPA released any statement on this? Someone else asked specifically about their silence on the matter.

Naomi

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Arlington, MA 02476
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From: Naomi Greenfield [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Christine Bongiorno

<CBongiorno@town.arlington.ma.us>, Erin Freeborn <efreeborn@c4rj.org>
Cc: David Swanson [REDACTED] Arlington Human RIghts Commission
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Naomi

From: [Erin Freeborn](#)
To: [Adam Chapdelaine](#)
Cc: [Arlington Human Rights Commission](#); [Christine Bongiorno](#); [REDACTED]
Subject: (Archive Copy) Re: Link to comments in MPA?
Date: Wednesday, March 06, 2019 12:54:06 PM

Hi all,

Chiming in briefly, hopefully to help:

This was in the article last week

<https://www.boston.com/news/local-news/2019/02/27/arlington-restorative-justice-police-lieutenant-inflammatory-remarks> (although brief):

Massachusetts Police Association Executive Director James Machado told Boston.com Wednesday that Pedrini, an executive board member, has been on leave from the board. The association is waiting to hear what comes out of the Town of Arlington's proceedings, he said.

"We're waiting the outcome of that and we'll go from there," he said. The group anticipates taking up the matter at a meeting next month, according to Machado.

Thanks
Erin

On Wed, Mar 6, 2019 at 10:49 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
They did make a statement, but I am struggling to find it now. I'll keep digging.

Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](#)
[Arlington, MA 02476](#)
(781) 316-3010

From: Naomi Greenfield [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Erin Freeborn <efreeborn@c4rj.org>, David Swanson [REDACTED] Arlington Human RIghts Commission <ahrc@town.arlington.ma.us>
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Naomi

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Happy to discuss, but those are my initial thoughts.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](http://730MassachusettsAvenue)
[Arlington, MA 02476](http://Arlington.MA.02476)
(781) 316-3010

From: Naomi Greenfield [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Erin Freeborn <efreeborn@c4rj.org>
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Naomi

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From: [Adam Chapdelaine](#)
To: [Erin Freeborn](#)
Cc: [Arlington Human Rights Commission](#); [Christine Bongiorno](#); [REDACTED]
Subject: (Archive Copy) Re: Link to comments in MPA?
Date: Wednesday, March 06, 2019 4:31:18 PM

Thanks, Erin.

I found this from the Newsweek story back in November:

"Some of the columns that were written in the latest issue of The Sentinel newsletter do not uphold the high standards of the MPA and its mission," a statement from the Executive Board and President Alan Andrew said. "They were an evocative response to the raw emotion felt by all police officers around the state due to the recent senseless deaths of Weymouth Police Officer Michael Chesna and Yarmouth Police Officer Sean Gannon."

This jives with my recollection of their response at the time.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Arlington Human RIghts Commission <ahrc@town.arlington.ma.us>; Christine Bongiorno <CBongiorno@town.arlington ma.us>; David Swanson [REDACTED] Naomi Greenfield [REDACTED]

[REDACTED]
Date: Wed, 6 Mar 2019 12:53:20 -0500
Subject: Re: Link to comments in MPA?

Hi all,

Chiming in briefly, hopefully to help:

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Thanks

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From: Naomi Greenfield [REDACTED]

To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Erin Freeborn <efreeborn@c4rj.org>
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Date: Tue, 5 Mar 2019 14:47:36 -0500
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Naomi

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Erin V. Freeborn
Executive Director

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From: [Adam Chapdelaine](#)
To: [REDACTED] [Christine Bongiorno](#); [Erin Freeborn](#)
Cc: [REDACTED] [Arlington Human RIghtsCommission](#)
Subject: (Archive Copy) Re: Link to comments in MPA?
Date: Wednesday, March 06, 2019 10:20:55 AM

Hi Naomi,

The links that had been on the MPA website were taken down very quickly in the immediate aftermath of the public learning about them last October. We have paper copies and I believe we've scanned them and have them electronically - all for the internal affairs report.

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Best,
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Town Manager
Town of Arlington
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(781) 316-3010

From: Naomi Greenfield [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>; Christine Bongiorno <CBongiorno@town.arlington.ma.us>; Erin Freeborn <efreeborn@c4rj.org>
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Naomi

From: [Adam Chapdelaine](#)
To: [Kristen DeFrancisco](#)
Subject: (Archive Copy) Re: Please call Bob Radochia...
Date: Wednesday, March 27, 2019 11:33:51 AM

That was Bill Radochia. You tricked me!!

Sent from my iPhone

On Mar 27, 2019, at 11:03 AM, Kristen DeFrancisco <KDeFrancisco@town.arlington.ma.us> wrote:

he has a couple quick things. One is in regards to Pedrini. His number is 781-[REDACTED]
[REDACTED]. Thanks!

Kristen DeFrancisco
*Administrative Assistant
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3004*

From: [Erin Freeborn](#)
To: [Caryn Malloy](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Practical question
Date: Thursday, March 14, 2019 5:04:29 PM

Thank you!

Erin

On Thu, Mar 14, 2019 at 4:58 PM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin

I think that makes a lot of sense - I will get it set up.

Thanks
Caryn

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Thu, 14 Mar 2019 16:53:00 -0400
Subject: Practical question

Hi,

I'm realizing that if our circle starts at 10:30 (community members arriving at 9:30) and goes 3 hours then people may get very hungry and run out of energy. Is it possible to have coffee to start the morning and light sandwiches delivered around 11:30? I can structure an appropriate break in the conversation so that we can allow people to refuel.

In restorative justice many circles end with food as a way to reconnect as community or "break bread together". We usually don't do this at C4RJ but it would probably set us up for a more successful outcome in this case if people are not "hangry."

Another benefit is that a casual mingling opportunity allows people to reach out in a more private way if they want to. Many positive conversations can happen during this time.

What do you think?

Erin

--

Erin V. Freeborn
Executive Director

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--
Erin V. Freeborn
Executive Director

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From: [Caryn Malloy](#)
To: [Erin Freeborn](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Practical question
Date: Thursday, March 14, 2019 4:57:58 PM

Erin

I think that makes a lot of sense - I will get it set up.

Thanks
Caryn

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy
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From: [Adam Chapdelaine](#)
To: [Kristen DeFrancisco](#)
Subject: (Archive Copy) Re: Resident call re: C4RJ
Date: Wednesday, March 06, 2019 10:51:25 AM

We are still working on finalizing a date near the end of March, but haven't finalized it yet.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Kristen DeFrancisco" <KDeFrancisco@town.arlington.ma.us>
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Wed, 06 Mar 2019 10:48:40 -0500
Subject: Resident call re: C4RJ

Lynette is a resident and looking to find out when the next RJ Circles will be for Pedrini. I didn't see anything on your calendar so I told her we would get back to her. Her number is 781-[REDACTED]. I can call her back if you'd like.

Kristen DeFrancisco
Administrative Assistant
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3004

From: [REDACTED]
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Re: Restorative justice for Officer Pedrini
Date: Monday, March 11, 2019 2:43:38 PM

Hi Mr. Chapdelaine,
I am writing to follow up on the email below and the message I left for you last Wednesday March 6. I look forward to hearing from you soon about this issue.

Thank you for your time,
Elizabeth Dray
Immigrant and Refugee Health Care Advocate

-----Original Message-----

From: Elizabeth Dray [REDACTED]
To: achapdelaine <achapdelaine@town.arlington.ma.us>
Sent: Wed, Mar 6, 2019 12:02 pm
Subject: Restorative justice for Officer Pedrini

Dear Mr Chapdelaine,
I am writing to express my opposition to the use of the Restorative Circle process for Officer Pedrini. Restorative justice is appropriate to be used with those who have committed a crime and to keep them out of the court system. As far as I know, Officer Pedrini did not commit a crime. He made written comments that exposed himself as unfit to serve as a police officer in any town. He should be fired.

In light of these remarks made by Chief Ryan and yourself, from the Advocate Oct 30, 2018, it is a stunning slap in the fact to me that Officer Pedrini has not been fired if the investigation concluded that he wrote those articles.

“Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years,” Ryan stated. “I disavow the remarks in the strongest possible terms.”

In the APD press release, Town Manager Chapdelaine denounced Pedrini’s

columns. "I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter," Chapdelaine's comments read. "These comments do not represent the mission and values of the Arlington Police Department or the town of Arlington. The sentiment raised by these comments is disturbing.

The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

I strongly disagree with your statement in the Feb 21 in the Advocate saying "When we reviewed all options available to us to resolve this matter, we felt there was no more effective or more fitting solution than the restorative justice process.

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or in any police force. The most fitting solution is that he is fired. Using the restorative justice circle for this situation reflects poorly on Arlington and tells our community that we will not stand up for them. There is no way for Officer Pedrini to redeem himself and to regain our trust.

Sincerley

Elizabeth Dray

130 Jason St

Executive Director of the Arlington Teosinte Sister City Project

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Restorative justice for Officer Pedrini
Date: Monday, March 11, 2019 2:49:30 PM

Hi Elizabeth,

Thank you for following up on your email from last week.

Would your schedule allow for us to meet and talk through your concerns sometime soon? If so, please let me know and we can arrange a time.

Thank you.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Elizabeth Dray [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Mon, 11 Mar 2019 18:43:27 +0000 (UTC)
Subject: Re: Restorative justice for Officer Pedrini

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Sincerley

Elizabeth Dray

130 Jason St

Executive Director of the Arlington Teosinte Sister City Project

From: [REDACTED]
To: AChapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Re: Restorative justice for Officer Pedrini
Date: Wednesday, March 13, 2019 11:24:40 AM

Hi Adam,

I appreciate the offer to find time to meet and discuss this issue. I am available this Friday after 3:30 and next Tuesday between 12-1:00 , Wednesday before 10:00 and after 4:00, Thursday 9:30-2:00

I hope that one of those times also works for you.

Sincerely,
Elizabeth Dray
Immigrant and Refugee Health Care Advocate
Executive Director, Arlington-Teosinte Sister City Project
2 communities, 1 family
<https://arlingtonteosintesistercityproject.weebly.com/>

-----Original Message-----

From: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
To: Elizabeth Dray [REDACTED]
Sent: Mon, Mar 11, 2019 2:49 pm
Subject: Re: Restorative justice for Officer Pedrini

Hi Elizabeth,

Thank you for following up on your email from last week.

Would your schedule allow for us to meet and talk through your concerns sometime soon? If so, please let me know and we can arrange a time.

Thank you.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

| From: Elizabeth Dray [REDACTED]
| To: achapdelaine@town.arlington.ma.us
| Date: Mon, 11 Mar 2019 18:43:27 +0000 (UTC)

Subject: Re: Restorative justice for Officer Pedrini

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Elizabeth Dray

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-----Original Message-----

From: Elizabeth Dray [REDACTED]
To: achapdelaine <achapdelaine@town.arlington.ma.us>
Sent: Wed, Mar 6, 2019 12:02 pm
Subject: Restorative justice for Officer Pedrini

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Pedrini in the Massachusetts

Police Association newsletter," Chapdelaine's comments read. "These comments do not represent the mission and values of the Arlington Police Department or the town of Arlington. The sentiment raised by these comments is disturbing.

The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

I strongly disagree with your statement in the Feb 21 in the Advocate saying "When we reviewed all options available to us to resolve this matter, we felt there was no more effective or more fitting solution than the restorative justice process.

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Sincerley

Elizabeth Dray

130 Jason St

Executive Director of the Arlington Teosinte Sister City Project

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Restorative justice for Officer Pedrini
Date: Wednesday, March 13, 2019 3:31:36 PM

Hi Elizabeth,

I could meet next Tuesday, 3/19 from 12-1. I look forward to seeing you then.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [REDACTED]
To: AChapdelaine@town.arlington.ma.us
Date: Wed, 13 Mar 2019 15:24:32 +0000 (UTC)
Subject: Re: Restorative justice for Officer Pedrini

Hi Adam,

I appreciate the offer to find time to meet and discuss this issue. I am available this Friday after 3:30 and next Tuesday between 12-1:00 , Wednesday before 10:00 and after 4:00, Thursday 9:30-2:00

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Immigrant and Refugee Health Care Advocate
Executive Director, Arlington-Teosinte Sister City Project
2 communities, 1 family
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-----Original Message-----

From: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
To: Elizabeth Dray [REDACTED]
Sent: Mon, Mar 11, 2019 2:49 pm
Subject: Re: Restorative justice for Officer Pedrini

Hi Elizabeth,

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Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Elizabeth Dray [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Mon, 11 Mar 2019 18:43:27 +0000 (UTC)
Subject: Re: Restorative justice for Officer Pedrini

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Immigrant and Refugee Health Care Advocate

-----Original Message-----

From: Elizabeth Dray [REDACTED]
To: achapdelaine <achapdelaine@town.arlington.ma.us>
Sent: Wed, Mar 6, 2019 12:02 pm
Subject: Restorative justice for Officer Pedrini

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Sincerley

Elizabeth Dray

130 Jason St

Executive Director of the Arlington Teosinte Sister City Project

From: [REDACTED]
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Restorative justice for Officer Pedrini
Date: Thursday, March 14, 2019 10:02:08 AM

Thank you

On Mar 13, 2019, at 3:31 PM, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Hi Elizabeth,

I could meet next Tuesday, 3/19 from 12-1. I look forward to seeing you then.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Elizabeth Dray [REDACTED]
To: AChapdelaine@town.arlington.ma.us
Date: Wed, 13 Mar 2019 15:24:32 +0000 (UTC)
Subject: Re: Restorative justice for Officer Pedrini

Hi Adam,

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-----Original Message-----

From: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>

To: Elizabeth Dray [REDACTED]
Sent: Mon, Mar 11, 2019 2:49 pm
Subject: Re: Restorative justice for Officer Pedrini

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Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Elizabeth Dray [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Mon, 11 Mar 2019 18:43:27 +0000 (UTC)
Subject: Re: Restorative justice for Officer Pedrini

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-----Original Message-----

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Sent: Wed, Mar 6, 2019 12:02 pm
Subject: Restorative justice for Officer Pedrini

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Sincerley

Elizabeth Dray

130 Jason St

Executive Director of the Arlington Teosinte Sister City Project

From: [Adam Chapdelaine](#)
To: [Select Board Member Joseph Curro](#)
Subject: (Archive Copy) Re: Restorative justice for Officer Pedrini
Date: Wednesday, March 06, 2019 6:25:47 PM

I believe she called and spoke with Kristen and then followed up with an email.

Sent from my iPhone

On Mar 6, 2019, at 5:14 PM, Select Board Member Joseph Curro <jcurro@town.arlington.ma.us> wrote:

Might have been phone message.

On Wed, Mar 6, 2019 at 4:54 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

I did receive an email from her today. I have not responded yet, but plan to do so.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Select Board Member Joseph Curro <jcurro@town.arlington.ma.us>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Selectman Joseph Curro <jcurro@town.arlington.ma.us>
Date: Wed, 6 Mar 2019 16:52:57 -0500
Subject: Fwd: Restorative justice for Officer Pedrini

FYI.

I spoke with Elizabeth. She said she has reached out to you, too.

----- Forwarded message -----
From: **Elizabeth Dray** [REDACTED]
Date: Wed, Mar 6, 2019 at 12:21 PM
Subject: Restorative justice for Officer Pedrini
To: <jcurro@town.arlington.ma.us>

Hi Joe,
I hope you are well.

I do not think that this is an appropriate use of restorative justice. Can you find some time to talk this week?

Thanks

Elizabeth

Immigrant and Refugee Health Care Advocate

Executive Director, Arlington-Teosinte Sister City Project

2 communities, 1 family

<https://arlingtonteosintesistercityproject.weebly.com/>

From: [Kristen DeFrancisco](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Resident call re: C4RJ
Date: Wednesday, March 06, 2019 10:48:44 AM

Lynette is a resident and looking to find out when the next RJ Circles will be for Pedrini. I didn't see anything on your calendar so I told her we would get back to her. Her number is 781-[REDACTED] I can call her back if you'd like.

Kristen DeFrancisco
Administrative Assistant
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3004

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To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Restorative justice for Officer Pedrini
Date: Wednesday, March 06, 2019 12:02:36 PM

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Sincerley

Elizabeth Dray

130 Jason St

Executive Director of the Arlington Teosinte Sister City Project

From: do-not-reply@town.arlington.ma.us on behalf of [Town of Arlington, MA](#)
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Town Officials Announce Resolution on Pedrini
Date: Friday, March 29, 2019 5:54:13 PM

Town Officials Announce Resolution on Pedrini

Date: 03/29/2019 5:50 PM

Town Officials Announce Resolution on Lt. Pedrini

Read the full release at arlingtonma.gov/police.

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[Unsubscribe from all Town of Arlington eNotifications.](#)